



Summer Expedition Leaders
Job Description

Employee Name:

Direct Supervisor:
Expedition Coordinator and Director of Operations

Dates	Salary
June 1 – August 12, 2023	<ul style="list-style-type: none"> • starting at \$700 per program, depending on experience

Position Summary

The Expedition Instructors bring dependable experience and skills to the table. They execute safe, enjoyable and memorable backpacking or canoe trips while facilitating personal growth for all participants. For each expedition, there will be a Guide and a Trip Leader. Often the Trip Leader has more technical experience, and is given more administrative and emergency management responsibilities; while the Guide may still be plenty capable, they do not take on as much responsibility. All leaders are capable of managing the group, navigating hazards and connecting to participants with smooth and strong leadership. They drive team support during program days, sometimes managing groups on their own, and sometimes with team members. Trip Leaders coach and develop their Guides and Apprentices into future lead instructors.

Required Qualifications	Desirable Qualifications
<ul style="list-style-type: none"> • Experience leading trips of similar caliber • Bachelor’s Degree or an equivalent amount of training and/or work experience • Current CPR/First Aid/AED certification • Experience and passion for working with children • 18 years or older 	<ul style="list-style-type: none"> • Wilderness First Aid or beyond • Experience in 8-Shields or Coyote Mentoring models • 21 years or older

Field Responsibilities

- Safety of Campers is the first priority. Physical safety, and emotional safety
- Participates in daily staff meetings, debriefs, program planning and seasonal trainings
- Reviews the route, food, emergency plans, and program flow with leadership team before setting out
- Directs team in planning activities and engaging campers (Lead)
- Shepherds students through the day by managing time, participant roles, initiating games, checking in with quiet students and watching out for campers' physical, social and emotional well-being.
- Knows where campers are at all times
- Arrives prepared for and leads sections of camp as determined by the teaching team
- Mentors others in the ways of LES, Coyote Mentoring, and other outdoor skills
- Plans 100%, thinking through gear, tasks, stories, rain plan, explanations. Has the flexibility to deviate from the plan for what best serves the kids
- Knows how to be prepared to take care of themselves and others in all weather conditions
- Engages with parents at drop off/ pick-up of campers

Camp Culture Responsibilities

- Brings a friendly and positive attitude to camp
- Fulfills commitments with integrity
- Cares for self with an eye to balance personal and work responsibilities
- Participates in food pack out and post-expedition cleanup
- Looks out for fellow staff and offers support when they can
- Brings skills and passion to camp, sharing their bright light with others

Key Competencies

- Naturalist and Survivalist: Experiential knowledge of a majority of the following areas in Southern Appalachia: Southern Appalachian hazards, wildlife tracking, edible and medicinal plants, ecology, plants and animals, survival living skills, wildcrafting
- Skilled Mentor: adept at meeting others, campers or otherwise, where they are at and inspiring them to push their edges by initiating games, checking in with quiet students, and watching out for campers' physical, social and emotional well-being
- Professional: Dependable, punctual, clean and tidy appearance, respectful demeanor
- Team-Player: Gives and receives constructive feedback in a forthright yet loving way, for the purpose of growth and collaboration
- Takes Initiative: Sees the needs and fills them, "pays it forward," volunteers for duties and gives ideas without being asked
- Healthy Communicator: Expresses needs, ideas, and suggestions to co-workers and supervisors promptly and clearly; committed to moving through conflict
- Growth Oriented: Strong personal and professional desire for growth

- Coyote Culture: Values gratitude, curiosity, core routines, questioning, community, sinking into our senses, trickster attitude when appropriate